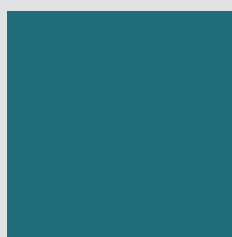
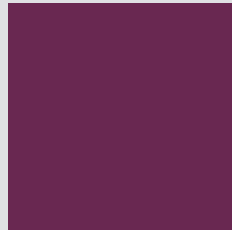
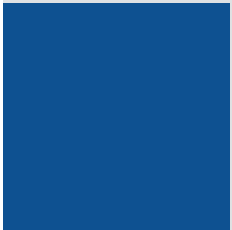
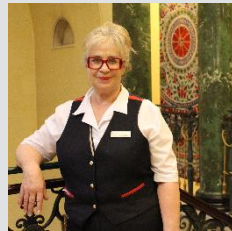
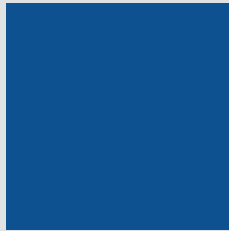




Gender Pay Gap Report



Gender pay gap reporting

In the UK, all employers with 250+ employees are required to report on their gender pay gaps annually at a snapshot date of 5 April. For reporting purposes, pay includes the gross figures for the following: basic pay, allowances, and pay for leave. For The Royal Household this applies to the two employing entities with over 250 employees; The Queen's Household and Royal Collection Enterprises.

Royal Collection Enterprises is a wholly owned subsidiary of the Royal Collection Trust. The principal activities of the company are the management of public access to the official residences of The Queen and the official residence of The Prince of Wales, and the sale of retail merchandise. Staff employed by The Queen's Household who directly support RCE are included in The Queen's Household gender pay gap figures. The Queen's Household and Royal Collection Enterprises figures are shown below.

Gender pay compared to equal pay

EQUAL PAY...

is men and women being paid the same for the same work



For many years we have completed an annual, equal pay audit and can confirm that men and women across the Royal Household are paid equally for roles of equal value.

THE GENDER PAY GAP...

is the difference between the gross hourly earnings for both men and women in any given population



One of the main reasons, nationally, for the Gender Pay Gap, is men in more senior roles.



The mean national gender pay gap is 15.5% down from 17.4% in 2019*

*ONS October 2020

The gender pay gap in the Royal Household

In 2020, we saw a slight widening of the gender pay gap in The Queen’s Household and further closing of the gap in Royal Collection Enterprises. The Queen’s Household’s mean pay gap currently stands at 9.02%, and at -3.74% for Royal Collection Enterprises.

When looking at the data for The Queen’s Household this year, we have identified that the slight increase in the mean pay gap (1.48%) has been driven by an increase in the proportion of males in the upper pay quartile. This is largely the result of recruitment such as within the Property Services team. Although we have seen an increase in the pay gap this year, when comparing the figures to our data when we began reporting in 2017 (12.39%), the mean pay gap has closed by 3.37%. The continuing gap is still being driven by a higher proportion of men than women in the senior team, in higher paid roles.

For Royal Collection Enterprises, the mean gender pay gap is in favour of women, but has continued to close, reducing this year by 3.33%. We have identified that this has been driven by an increase in the proportion of males in the upper pay quartile. The continuing pay gap is still a result of a higher proportion of women than men in the senior leadership team, in higher paid roles.

	2020		2019	
	Mean	Median	Mean	Median
The Queen's Household	9.02%	-11.70%	7.54%	-11.05%
Royal Collection Enterprises Limited (RCE)	-3.74%	-1.90%	-7.07%	-0.28%

Pay Quartiles

The below tables indicate the proportion of males and females when divided into four groups ordered from highest to lowest pay.

The Queen's Household

Quartile	Female	Male
Upper	53.1%	46.9%
Upper Middle	60.2%	39.8%
Lower Middle	45.7%	54.3%
Lower	50.0%	50.0%

Royal Collection Enterprises

Quartile	Female	Male
Upper	73.4%	26.6%
Upper Middle	67.4%	32.6%
Lower Middle	70.6%	29.4%
Lower	63.2%	36.8%

How are we closing the gap?

The Royal Household continues to aim for no pay gap. To achieve this, we continue to monitor and take action to address any gaps and to make sure that our policies, procedures and working practices allow men and women to have equal opportunities at every point in their career, from recruitment through to progression opportunities and how we retain our staff. We are focussed on:

- Ensuring our recruitment strategy, policies and practices work to reach and attract an equal pool of men and women, from entry level to leadership roles.
- Working with managers on succession plans, ensuring that equal numbers of men and women are being developed for promotions and for our leadership roles.
- Making sure our working practices promote equal, flexible opportunities for men and women to support career progression and that our leadership encourages an inclusive culture. Family Friendly policies, including enhanced paid maternity, parental and shared parental leave as well as fully flexible working enabled by digital workplace technologies support work life balance and more agile working arrangements.

We confirm the data reported is accurate.



Deputy Treasurer to The Queen

Sally O'Neill



Finance Director, RCE

Keith Harrison



Director of HR

Elisabeth Hunka